

A. Overview

This chapter provides guidance for certified local agencies in complying with Disadvantaged Business Enterprise (DBE), Equal Employment Opportunity (EEO) and On-the-Job Training (OJT) requirements for federal-aid transportation programs.

B. Requirements

At this time, local agencies have not found it beneficial to become certified in the area of civil rights. Therefore, unless otherwise agreed upon, certified local agencies shall conform to the requirements of the following non-certified agency chapters of this *LAG Manual*.

- Chapter 7 - *Civil Rights and Disadvantaged Business Enterprises*
- Chapter 8 - *Equal Employment Opportunity and Training*